

The Civil Service Examiner

SPECIAL COMMISSION EDITION

"The Civil Service Department, with fairness, integrity, and courtesy, ensures a qualified, service-oriented pool of candidates that reflects the diversity of the community through an unbiased, reliable, and timely employment process."

The Civil Service Commission

Ensuring Fairness Means Making Tough Decisions



Civil Service Commissioners at their weekly meeting, from left to right: **Patricia Eyres, Dr. Thomas Wood, Herbert Levi, Mary Islas and Lynne Joy Rogers**

Intimidating. Unapproachable. Daunting. If you didn't know the Civil Service Commission, you may have used words like that to describe them. True, they are a formal City body, whose purpose is to maintain the balance between employee rights and management prerogative. And yes, they do approach this job seriously and with competence. Yet, they are also simply five individuals who come from different backgrounds, have been active in the community, and successful in their careers. One common denominator binds them: they care about the people of the City of Long Beach.

Who is the Civil Service Commission? They are selected by the Mayor and approved by the City Council. They serve four-year terms, up to a maximum of eight years. They meet every Wednesday and oversee the various personnel transactions of the City and conduct hearings when employees appeal disciplinary actions. They also oversee the Civil Service Department, the Commission's support staff.

The current Commission consists of President Herbert Levi, a retired Deputy City Manager and long-time employee of the City of Long Beach; Vice-President Patricia Eyres, a nationally recognized attorney who specializes in training on employment issues; Dr. Thomas Wood, President Emeritus of Marymount College; Mary Islas, also a retired City of Long Beach employee and active in several volunteer organizations; and Lynne Joy Rogers, who is the Director of the LA Urban League Ron Brown Center of Long Beach. They each bring experience and wisdom to the Commission.

It takes a special person to weigh the arguments in an employee appeal hearing or decide the validity of an exam protest or uphold the Civil Service Rules and Regulations. But ensuring fairness means making tough decisions. Our five Civil Service Commissioners display that ability every Wednesday. And they really ARE approachable.

More on the Civil Service Commission on Page 3!



The President's Corner

By Herb Levi
Civil Service Commission
President

The founding fathers of our great city had a vision related to the acquisition and retention of employees of the City of Long Beach. They incorporated in the City Charter provisions that ensure that employees are selected through merit rather than the political spoils system. To ensure that merit and fairness to employees were an integral part of the human resource management function, they included in the charter a requirement that a five member citizen commission, the Civil Service Commission, be provided to oversee operations and the development of appropriate policies, rules and regulations to implement this vision. To enhance fairness to employees in the discipline process they provided for disciplinary appeals to be submitted to the Civil Service Commission for resolution.

Commissioners utilize a majority of their time fulfilling this function. Therefore, as President of the Commission, I believe that our commissioners must be dedicated to these tasks as well as knowledgeable of the employment processes of the City. My four fellow commissioners and I strive for this in each Civil Service Commission meeting and each disciplinary appeal we hear because we understand the importance of the decisions we make. And though it is not always easy, I am pleased with our efforts.

EXTRA! EXTRA!



*The Civil Service
Department is now
accepting...*

**Applications
on the
Internet!**

**More information
on Page 4!**

**or visit us online at
<http://www.ci.long-beach.ca.us/civilservice>**

Milestones

Acknowledging the personal accomplishments of our staff and their families



Perfect Attendance and Employees of the 4th Quarter 2002 Recipients

From left to right: Diane Dzodin, Melinda George, Christina Winting, Paola Buzzio, Marilyn Hall, Rob Pfingsthorn, Herman Long, Donna DeAraujo, Sharon Hamilton, Suanne Swan and Chris Daclan. Not pictured, Caprice Brown, Deborah McCluster, Darinette Hul and Craig Haines.

Congratulations to Personnel Analyst **Diane Dzodin** for recently receiving the **International Personnel Management Association's Certified Professional** credential. Diane demonstrated the required journey-level experience and knowledge in various areas of personnel management to receive this prestigious recognition. Adding to Diane's good fortune, her daughter, **Tracy Diliberto**, was married in October at the Bellagio Hotel in Las Vegas.



As reported in our last newsletter, **Shaena Hall**, daughter of Executive Secretary **Marilyn Hall**, is embarking on a career in modeling. Shaena's promotional card (left) is being circulated and she will be competing in the International Modeling and Talent Association Convention in January 2003. Proud mom Marilyn is providing lots of support and advice, "One of the things I tell Shaena is to give every concern of her heart to God and ask him for guidance."



Message from the Executive Director Mario R. Beas

September 2002 was one of the most difficult months I can remember in my 17 years with the City. The Mayor and City Council had to make some critical budget decisions, and of course City Manager **Henry Taboada** was dismissed. The Civil Service Department is prepared to continue to provide high quality service to the Mayor, City Council, operating departments and the public during these challenging times.

For Mr. Taboada, I wish to commend him on his 27 years of dedicated service to the citizens of Long Beach and his extensive community service. He made numerous contributions to the City, which will benefit Long Beach residents for many years to come. For all of Henry's accomplishments, his desire to assist others in their career development stands out. He expected the leaders of this organization to continuously develop new skills for their professional development. Specifically, Henry reinstituted the management rotation program. A program designed to transfer managers to new positions where they can learn new skills. When started, after being dormant during the Hankla Administration, some of the managers cringed because they remembered the program had, at times, been used as a punitive measure by a former City Manager. But, under Henry, the program was used to nurture the professional development of managers, to encourage managers to seek new challenges and in some cases to re-energize managers in RIP (retirement-in-place). In addition, Henry annually served as a mentor in the City's mentor program, he strongly supported the Management Assistant Program, and he was a founding member of the Latino Managers and Professionals Organization (an organization formed to enrich the career development of Latino/Latina employees).

Over the years, Henry touched the lives of many City employees as a colleague, boss, leader, mentor and friend, and for that we are grateful. I wish him well in retirement y muchas gracias.

On October 4, 2002, the Civil Service initiated an on-line electronic City employment application system. The public can now file an employment application with Civil Service through the use of the Internet. This new service will further enhance the quality of job candidates for classified service. In addition, I am confident that we will experience some cost savings with postal expenses and less staff time to process applications received by mail. I wish to thank **Chris Daclan** and **Rob Pfingsthorn** for their excellent work and commitment to complete this innovative service. To file an application on line simply go to:

[http://www.ci.long-beach.ca.us/civil service](http://www.ci.long-beach.ca.us/civil%20service)

Meet the Civil Service Commission

Herbert Levi

Not many people have had as interesting a work history as **Herb Levi**. He worked his way through college working in a meat packing plant (the hottest, coldest and dirtiest job of his life) and his first job in California was a Dining Car waiter on the Union Pacific Railroad. He went on to work in such diverse areas as Aircraft, Chemistry-Biological Labs, Inspection, Refuse Collection, Risk Management, Human Resource Management and Public Administration. Herb worked for the City of Los Angeles over 20 years and the City of Long Beach for more than 16 years, retiring as Deputy City Manager in 1991. He was instrumental in developing the charter mandated Citizen Police Complaint Commission and has developed the framework for the City's Human Dignity Program. Herb's motto is encapsulated in Douglas Malloch's poem, "Be The Best of Whatever You Are."

Lynne Joy Rogers



Lynne Joy Rogers comes to us with a very eclectic background. A native of Ohio, she ran an advertising agency for 12 years. She was a general manager in the broadcasting industry and, in 1983; she was the first female to have her own program broadcasted on a satellite network. Along with being a Civil Service Commissioner, Lynne Joy directs the Ron Brown Technology Center in Long Beach for the Urban League. The center

provides computer training to seniors and the entire community, as well as helping low income people achieve economic success. When she is not working, Lynne Joy builds computers! She has built a dozen computers for friends and family. She has also done all of her own home remodeling including designing, decorating, tiling and painting. She believes in trying new things, accomplishing them, and going on to new challenges. Commissioner Rogers also believes that it is very important to pursue creative endeavors. She relaxes by sculpting dolls and ornaments. But wait, she is also a writer! She is currently working on a series of children's books. The theme of her books is helping children understand the concepts of morality, freedom, faith, integrity, and truth. Her personal adage is "who you are is no more than what you believe in".



Tom holding one of his twenty grandchildren.

Dr. Tom Wood is a native of Long Beach. He graduated from Poly High and fought in World War II where he was awarded the Distinguished Service Cross, Bronze Star and Purple Heart with two clusters. After graduating from Whittier College he began a career in education that has ranged from teaching seventh graders to being a university associate professor to being President of Marymount College in Palos Verdes. Looking back on his decision to be a teacher he says, "Never have I regretted that decision. It was a journey filled with joy, satisfaction and reward. Always subject to criticism (never more than now – and sometimes deserved) education is, nonetheless, at it's best, ecstatic. Yes, it was my profession, and I loved it. Still do." Long time residents of Long Beach, Dr. Wood and his wife **Shirley** share nine children and twenty grandchildren.

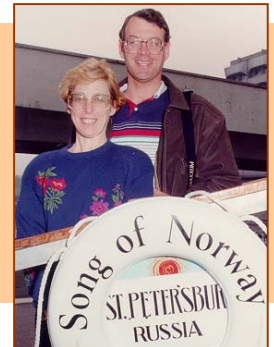
Mary Islas



If there is one word that describes **Mary Islas** best, it's ENERGY. Whether its volunteering at the polls on election day or at the Red Cross, or raising money for scholarships, or teaching English classes to Latino senior citizens at the Senior Center (see pictures above), Mary is always doing her part to help others succeed in life. Her enthusiasm is not only infectious; it's inspiring. Mary says, "I feel like it's my civic duty. If you have a gift or a skill or knowledge, you have to share it."

Patricia Eyres

You could say **Patti Eyres** has been cruising through life. She and her husband, **Brian**, love traveling the world and their vacation of choice is a cruise. Since their first cruise to Alaska in 1982, they have cruised to the Carribean; Russia and Scandinavia; the Mediterranean and other exotic locales. Her favorite cruise was the 1999 Millennium Cruise that traveled for 18 days from New Zealand to California. "We went over the International Date line on 12/31, so we actually had two New Years' Eves -- we were among the first 950 people to enter the new Millennium and the last to leave the old Millennium. Before we left, everyone was asking us if we were concerned about Y2K problems on our ship in the middle of nowhere, and Brian said no because "all we need is a corkscrew -- and those are Y2K compatible."



Dr. Tom Wood

Current and Upcoming Job Opportunities

Continuous Opportunities

Aquatics Supervisor
Building Maintenance Engineer
Civil Engineer
Combination Building Inspector
Police Officer – Lateral
Public Health Nurse
Public Health Nutritionist
Public Health Physician
Public Health Professional
Senior Program Manager
Traffic Signal Technician

Current Open Competitive Opportunities

Assistant Chief Wharfinger
Senior Civil Engineer

Upcoming Job Opportunities

Maintenance Supervisor
Principal Building Inspector
Electrician
Harbor Maintenance Mechanic
Construction Inspector
Nutrition Aide
Plumber

The Civil Service Examiner

Thanks to the following people for their contributions to this edition:

Mario Beas
Ken Bott
Chris Daclan
Diane Dzodin
Marilyn Hall

The Civil Service Commission
Robert Pfingsthorn



Civil Service Department begins accepting APPLICATIONS ON THE INTERNET!

Prospective applicants now have another alternative when applying for jobs with the City of Long Beach. Starting October 2002, the Civil Service Department teamed with GovernmentJobs.com to begin accepting applications via the Internet. Job seekers can browse information for available jobs and apply for various exams from the convenience of their computer. In addition, they can browse descriptions of the various jobs in the City and, if applications are not currently being accepted, will have the opportunity to submit their e-mail address for notification when applications are available. It is hoped that these new services will make the application process easier and attract more people to the work for the City.

Civil Service Department
333 West Ocean Blvd., 7th floor,
Long Beach, CA 90802
(562) 570-6202
* JOB-LINE: (562) 570-6201 *

[back to Civil Service Homepage](#)

Current Job Openings for Tuesday, October 08, 2002

Listed below are the jobs for which the City of Long Beach is currently accepting applications. If you wish, you may search by job category or keywords OR you may scroll down for a listing of all current job openings.

Search by category and/or title
All Categories are automatically selected and current Hot Jobs follow. To change the results, deselect and reselect the categories by using the Clear All/Select All buttons or by clicking on the check boxes.

Select Category	Select All Categories	Clear All Categories
<input checked="" type="checkbox"/> Administration (1)	<input checked="" type="checkbox"/> Building & Safety (2)	<input checked="" type="checkbox"/> Building Maintenance (1)
<input checked="" type="checkbox"/> Code Enforcement (1)	<input checked="" type="checkbox"/> Engineering (4)	<input checked="" type="checkbox"/> Fleet Services (1)
<input checked="" type="checkbox"/> Health Services (3)	<input checked="" type="checkbox"/> Investigative (1)	<input checked="" type="checkbox"/> Law Enforcement (2)
<input checked="" type="checkbox"/> Management (1)	<input checked="" type="checkbox"/> Mental Health (1)	<input checked="" type="checkbox"/> Nursing (1)
<input checked="" type="checkbox"/> Parks and Beaches (1)	<input checked="" type="checkbox"/> Planning and Development (2)	<input checked="" type="checkbox"/> Professional (1)
<input checked="" type="checkbox"/> Public Health (3)	<input checked="" type="checkbox"/> Public Safety (2)	<input checked="" type="checkbox"/> Public Works (3)
<input checked="" type="checkbox"/> Social Services (3)	<input checked="" type="checkbox"/> Transportation (3)	<input checked="" type="checkbox"/> Vehicle Maintenance (1)

Enter job title (optional):

13 records found.
Page 1 of 1

Position	Emp. Type	Salary	Filing Date
AQUATICS SUPERVISOR	Full-Time	\$1,234.32 - \$2,082.80 /bi-weekly	Continuous
BUILDING MAINTENANCE ENGINEER	Full-Time	\$1,533.68 - \$2,002.00 /bi-weekly	Continuous

Current vacancy is for an Aquatic Supervisor to run the department's aquatics camps that include comprehensive programming on a large scale at multiple sites with an emphasis in marine biology, sailing, swim lessons and other water related activities. Future vacancies may occur in Aquatic Facilities.

FOR MORE INFORMATION ON CURRENT AND FUTURE JOB OPPORTUNITIES CONTACT

City of Long Beach Civil Service Department
333 W. Ocean Boulevard, 7th Floor
Long Beach, CA 90802
(562) 570-6202

24-HOUR JOB INFORMATION LINE
(562) 570-6201

For weekly updates of job opportunities, check our website:

<http://www.ci.long-beach.ca.us/civilservice>